

IN THE UNITED STATE DISTRICT COURT  
NORTHERN DISTRICT OF CALIFORNIA  
SAN FRANCISCO-BRANCH

Honorable William Alsup

1 and because we were employees of American Airlines, who were to have preference over all  
2 other sky caps that were employed by independent contractors for American Airlines.

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4 4. I brought up my request for a six hour shift in December, 2001. I was told I not  
5 be allowed to work a six hour shift because American Airlines did not have any six hour  
6 shifts in an departments. I was then was then assigned to work from 10:00 to 2:00. I  
7 protested. I informed Ron Olsen and the station manager that I was entitled to a six hour  
8 shift according the to the status quo agreement, approved by a Bankruptcy Court Order.  
9 I told Ron Olsen to check with Dallas (the headquarters for American Airlines).

10 5. About a month later, Ron Olsen came back up to me and told that I was right about  
11 my seniority due to the status quo agreement. I responded and said, "So, I will get my six  
12 hour shift back." He answered, "No." Then he changed my shift from 10 to 2 to 8:00 a.m.  
13 t 12:00 Noon. I wanted to work from 8:00 to 2:00.

14 6. From December, 2001 to August 15, 2005, I was not informed of any other shift,  
15 and was given no opportunity to bid on shifts. By August 15, 2005, there were two skycaps  
16 from TWA remaining, Mr. Alonzo Brown and me.

17 7. On about August 15, 2005, I had a private meeting with Ron Olsen when he wanted  
18 me to sign an agreement to work for the \$2 baggage charge. At that time, I talked with him  
19 about my shift. I asked if I could keep my tips without the \$2 baggage service fee, due to the  
20 status quo agreement. He siad, "No," then I replied, "Does that mean I will get my six hour  
21 shift." I asked about the six hour shift because I knew the \$2 per bag service charge would  
22 significantly reduce my tip income. I had learned that other American Airline Employees  
23 could work for six shifts, and some G-2 sky caps were working a six hour shift. My request to  
24 work a work a six hour shift in August, 2001 was denied, although other people worked six  
25 hour shifts, and I had more seniority than any of them.  
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1           8. When I came to American Airlines from TWA, American Airlines had about seven  
2 African American skycaps in all, and there were for three American Airline skycaps on my  
3 shift. Now there are only two African American sky caps in total, and I am the only remaining  
4 African America on my shift.  
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6           I have read the above affidavit and affirm under penalty of perjury under the laws of  
7 the State of California and the laws of the United States of America, that it is true and correct  
8 and that I have executed this Declaration on May 9, 2009 in San Francisco, California.  
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10                               Edward Anderson

11                               *Edward E. Anderson*  
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